

Coaching Tip Number 3 – Show Appreciation

Studies show that employees that are appreciated stay with a company longer. Most employers think employees leave because they want more money. This is simply not the case according to employee surveys. Consistently showing appreciation takes a lot of work and planning. Here is a simple method to keep you on track and to show your employees, co-workers and family that you care.

- **Take out your daily planner or use your electronic calendar and set the alarm as a reminder.**
- **Schedule a weekly meeting or conversation with a different employee, co-worker or family member for the next 12 months to let them know you appreciate them.**
- **Review the person's progress on a project, attendance, teamwork, running their department, homework, daily chores, improved conduct, etc. Let them know you noticed.**
- **Meet with the employee, co-worker or family member and review their progress with them. Let them know how much you appreciate their efforts.**
- **Be sincere.**
- **Don't make something up. If you can't catch them doing something "right" then find out how you can help them get on the right track.**
- **Keep copious notes or journal. Review your notes before the next time you praise that person so you remember previous conversations. (This is also good for annual performance reviews.)**
- **Send a thank you card. This is a nice little extra step that really helps take your appreciation to another level.**

Remember, in the absence of clearly defined goals, we become strangely loyal to performing daily acts of trivia.

Article contributed by Chris Widener at www.chriswidener.com.

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